

GOVERNMENT OF TELANGANA  
ABSTRACT

THE MINIMUM WAGES ACT, 1948 (Central Act No.11 of 1948) – Revision of minimum rates of wages in the Employment in “**CONSTRUCTION OF PROJECTS INCLUDING DAMS AND MULTIPURPOSE PROJECTS**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Final Notification – Orders – Issued.

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LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR-I) DEPARTMENT

G.O.Ms.No. 24

Dated: 30-06-2021

Read the following:-

1. G.O.Ms.No.107, Labour, Employment, Training and Factories (Lab.II) Department, dated 01.11.2007 published vide Gazette Notification No.652, dated 15.11.2007.
2. G.O.Rt.No.20 Labour, Employment, Training and Factories (Lab.II) Department, dated. 04.01.2013 published vide Gazette Notification No.183, dated 18.03.2013.
3. From the Commissioner of Labour, Hyderabad Lr.No.H1/9657/2012, dated.18.01.2021.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The P.S. to Minister (Labour & Employment)

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

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**FINAL NOTIFICATION**

In exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with G.O.Ms.8, Labour, Employment, Training & Factories (Labour) Department, dated 12.11.2014 and of all other powers hereunto enabling and after having consulted with the State Minimum Wages Advisory Board, the Governor of Telangana hereby revises the minimum rates of wages which shall consist of basic wage and cost of living allowance as specified in column (3) of the Scheduled appended to this notification as payable to each category employees specified in the corresponding entry column (2) thereof and employed in the scheduled employment of **“CONSTRUCTION OF PROJECTS INCLUDING DAMS AND MULTIPURPOSE PROJECTS”** included in Part-I of the Schedule to the Minimum Wages Act, 1948 in the State of Telangana as the same having been previously published in the Andhra Pradesh Gazette No.183, Part-I Extraordinary, dated 18.03.2013 vide G.O.Rt.No.20 Labour, Employment, Training and Factories (Lab.II) Department, dated. 04.01.2013 as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Telangana Gazette.

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**SCHEDULE**

**CONSTRUCTION OF PROJECTS INCLUDING DAMS AND MULTIPURPOSE PROJECTS**

Sl.No.	Name of the category	Basic Wage	Cost of Living Allowance to be paid per each point of increase
(1)	(2)	(3)	(4)
<b>I</b>	<b>Highly Skilled - 1</b>	( in RS. )	Rs.      Paise
	1). Civil Engineer with B.E. Qualification, 2). Electrical Engineer with B.E. Qualification, 3). Mechanical Engineer with B.E. Qualification, 4). Automobile Engineer with B.E. Qualification, 5). Works Manager, 6). Foreman, 7). Quality Control Head, 8). Plant Engineer, 9). Plant Incharge, 10). Cement Guniting Machine Operator, 11). Driver or Operator of Piling Machine, 12). Electric Vibro Hammer Operator, 13). Excavator Mounted Vibro Hammer Operator, 14). Hydraulic Impact Hammer Operator, 15). Hydraulic Vibratory Hammer Operator, 16). Micro Tunnel Bore Machine Operator, 17). Pile Driver Vibratory Hammer Operator, 18). Robotic Arm Shotcrete Machine Operator, 19). Shotcrete Machine Gunman, 20). Shotcrete Machine Operator, 21). Shotcrete Machine Sprayer, 22). Boom Jumbo Machine Operator, 23). Drilling Rig Mining or Tunneling Jumbo Machine Operator, 24). Electro Hydraulic Jumbo Machine Operator, 25). Tunnel Bore Operator with B.E. Qualification, 26). Vibratory Pile Drivers Operator, 27). Balance Cantilever Segment Lifter Operator, 28). Boom Crane Operator, 29). Boom Lifter Operator, 30). Crane Operator, 31). Doom Crane Operator, 32). EOT Crane Operator, 33). Gantry Crane Operator, 34). Hydra Operator, 35). Launching Girder Operator, 36). Precast Segmental Box Girder Operator, 37). Tower Crane Operator, 38). IBR Welder, 39). Driver / Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Water Sprinkler or Tanker / Trailer carrying Above 55 tonne Load.	39,837	26.54
<b>II</b>	<b>Highly Skilled – 2</b>		
	1). Assistant Works Manager, 2). Assistant Engineer Civil with B.E. Qualification, 3). Assistant Engineer Electrical with B.E. Qualification, 4). Assistant Engineer Mechanical with B.E. Qualification, 5). Assistant Engineer Automobile with B.E. Qualification, 6). Assistant Plant Engineer, 7). Shift Manager, 8). Shift Incharge, 9). Shift Coordinator, 10). Section Incharge, 11). Site Engineer, 12). Work Site Incharge, 13). Work Inspector with B.E. Civil, 14). Work Inspector with B.E. Electrical, 15). Work Inspector with B.E. Mechanical, 16). Marshal, 17). Automatic Welding Machine Operator, 18). Automatic Gas Cutting Machine Operator, 19). Driver / Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Water Sprinkler or Tanker / Trailer carrying Above 35 tonne below 55 tonne Load.	35,254	23.49

III	Highly Skilled - 3		
	<p>1). Civil Engineer with Diploma Qualification, 2). Mechanical Engineer with Diploma Qualification, 3). Electrical Engineer with Diploma Qualification, 4). Automobile Engineer with Diploma Qualification, 5). Diesel Engineer with Diploma Qualification, 6). Assistant Foreman, 7). Chargeman, 8). Erection Fitter, 9). Fabrication Fitter, 10). Gun Man, 11). HP Welder, 12). Hydraulic Equipment Fitter, 13). Structural Steel Fabricator, 14). Bull Dozer Mechanic, 15). Crane Mechanic, 16). Crusher Mechanic, 17). Driller Mechanic, 18). Dumper Mechanic, 19). Hydraulic Equipment Mechanic, 20). Poclain Mechanic, 21). Volvo Mechanic, 22). Security Field Officer, 23). Bar Bending Machine Operator, 24). Crusher Operator, 25). Plate Bending Machine Operator, 26). Sand Blasting Machine Operator or Sand Blaster, 27). Stone Polishing Machine Operator, 28). Aerial Work Platform Operator, 29). Air Compressor Drilling Machine Operator, 30). Asphalt finisher &amp; Paving machine Operator, 31). Asphalt Milling Machine Operator, 32). Asphalt Mixer Operator, 33). Batching Plant Operator, 34). Ready Mix Plant Operator, 35). Bencher Drill Machine Operator, 36). Bitumen Pressure Distributor Machine Operator, 37). Bull Dozer Operator, 38). Concrete Boom Pumping Truck Operator, 39). Concrete Cutting Machine Operator, 40). Concrete Mixture Operator, 41). Concrete Paver Machine Operator, 42). Concrete Pumping Machine Operator, 43). Core Drilling Machine Operator, 44). Drilling Machine Operator, 45). Drilling Machine other than Jack Hammer Operator, 46). Edge Cutting Machine Operator, 47). Excavator Operator, 48). Grader Operator, 49). Grouting Machine Operator, 50). Hydraulic Compact Machine Operator, 51). Hydraulic Drill Machine Operator, 52). Hydraulic Rock Breaker Operator, 53). Jack Hammer Operator, 54). JCB Operator, 55). Limco Loader Operator, 56). Loader Operator, 57). Poclain Operator, 58). Road Roller Operator, 59). Rock Breaker Operator, 60). Rock Cutting Machine Operator, 61). Rock or Boulder Cutting Machine Operator, 62). Senior Mixture Operator, 63). Silenced Hydraulic Rock Breaker Operator, 64). Soil Compactor Operator, 65). Terex Operator, 66). Continuous Miner System Operator Assistant or Helper (CMSO), 67). Load Haul Dumper Operator Assistant or Helper (LHDO), 68). Side Dump Loader Operator Assistant or Helper (SDLO), 69). Explosives Transport Vehicle Driver, 70). Boat Man with Boat, 71). Driver / Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Water Sprinkler or Tanker / Trailer carrying Above 10 tonne below 35 tonne Load.</p>	31,199	20.79

IV	Highly Skilled - 4		
	<p>1). Work Inspector with DCE Qualification, 2). Work Inspector with DEE Qualification, 3). Work Inspector with DME Qualification, 4). Work Inspector with LCE Qualification, 5). Work Inspector with LEE Qualification, 6). Work Inspector with LME Qualification, 7). Work Inspector Non-Technical, 8). Auto Electrician with ITI Qualification, 9). Automobile Mechanic with ITI Qualification, 10). Carpenter with ITI Qualification, 11). Diesel Mechanic with ITI Qualification, 12). Draughtsman with ITI Qualification, 13). Electrician with ITI Qualification, 14). Fabricator with ITI Qualification, 15). Fitter with ITI Qualification, 16). Gas Cutter with ITI Qualification, 17). Grinder with ITI Qualification, 18). Lathe Machine Operator with ITI Qualification, 19). Machinist with ITI Qualification, 20). Mason with ITI Qualification, 21). Painter with ITI Qualification, 22). Plumber with ITI Qualification, 23). Turner with ITI Qualification, 24). Welder with ITI Qualification, 25). Winder with ITI Qualification, 26). Wireman with ITI Qualification, 27). Work Inspector with ITI Qualification, 28). Agent (Supervisor), 29). Any Maintenance Supervisor, 30). Civil Supervisor, 31). Crusher Supervisor, 32). Field Incharge, 33). Lab. Supervisor, 34). Lane Supervisor, 35). Maistry or Works Maistry, 36). Plant Supervisor, 37). Safety Supervisor, 38). Security Supervisor, 39). Shift Supervisor, 40). Steel Yard Supervisor, 41). Supervisor, 42). Surveyor, 43). Technical Supervisor, 44). Works Supervisor, 45). Auto Electrician, 46). Blaster, 47). Blasting Incharge, 48). Boring Maistry, 49). Concrete Pumping Pipes Jointers, 50). Concrete Pumping Pipes Movers or Shifters, 51). Diesel Engines Fitter, 52). Driller ( Well Boring ), 53). Driller, 54). Gas Cutter, 55). Gas Welder, 56). Gauge Reader, 57). Hand Driller, 58). Head Cook, 59). Line Man, 60). Plasterer (Mason), 61). Quality Checker, 62). Rewinder, 63). Short Firer Licenced, 64). Spray Painter, 65). Stone Polisher, 66). Wellsinker, 67). Air-condition Mechanic, 68). Diesel Engines Mechanic, 69). Tunnel Shaft Lift Technician or Mechanic, 70). Mechanic, 71). Airwinch Haulage Operator, 72). Boiler Attendant or Operator, 73). Conveyor Operator, 74). Electrical Breaker Technician or Operator, 75). Feeder Operator, 76). Ice Plant Operator, 77). Lathe Machine Operator, 78). Stock Re-Claimers Operator, 79). Transformer Technician or Operator, 80). Vibrator Operator, 81). Winch Operator, 82). A/c. Plant Technician, 83). Lab. Technician, 84). Assistant Security Inspector, 85). Assistant Security Officer, 86). Head Security Guard, 87). Security Guard with arms, 88). Ambulance Driver, 89). Bus Driver, 90). Boat Man (head), 91). Drilling Machine Truck Driver, 92). Lorry Driver Carrying Capacity below 10 tonne Load, 93). Tipper Driver Carrying Capacity below 10 tonne Load, 94). Tractor Dozer Driver, 95). Tractor with Trolley Driver, 96). Water Tanker Driver Carrying Capacity Below 10KL, 97). Piling Machine Assistant or Helper, 98). Robotic Arm Shotcrete Machine operator Assistant or Helper, 99). Shotcrete Machine Operator Assistant or Helper, 100). Boom Jumbo Machine Operator Assistant or Helper, 101). Tunnel Bore Machine Operator Assistant or Helper.</p>	27,610	18.39

V	Skilled		
	1). Assistant Blaster, 2). Assistant maistry, 3). Bar bender, 4). Bar bending Fitter, 5). Blacksmith, 6). Boat Man, 7). Boreman, Borer, 8). Brick Layer, 9). Brick Work Maistry, 10). Carpenter, 11). Centring Box Fitter, 12). Centring Carpenter, 13). Centring Pipes Fitter, 14). Centring Plate Fitter, 15). Chipper, 16). Cook, 17). Coupon Vender or Counter man, 18). Creche Attendant, 19). Electrician, 20). Fire Fighting personnel, 21). Fireman, 22). Fitter, 23). Khalasi, 24). Lab. Assistant, 25). Lighting Maintenance Technician, 26). Machinist, 27). Marker, 28). Mason, 29). Painter, 30). Pipe Fitter, 31). Plumber, 32). Reinforcement Fitter, 33). Rigger, 34). Roof Bolting Man, 35). Roof Stitcher, 36). Security Guard without Arms, 37). Server, 38). Spun Pipe Moulder, 39). Stone Chistler, 40). Stone Cutter, 41). Stone Dresser, 42). Stone layer, 43). Support Man, 44). Syrang, 45). Tile Turner, 46). Tinker, 47). Grinder, 48). Tube Patch Maistry, 49). Turner, 50). Welder, 51). Wireman, 52). Car Driver, 53). Jeep Driver, 54). Light Vehicle Driver, 55). Medium Vehicle Driver, 56). Air Compressor Attendant, 57). Air Compressor Driver or Operator, 58). Concrete Vibrator Operator, 59). Diesel Generator Operator, 60). Pump Operator or Dewatering Man, 61). Aerial Work Platform Operator Assistant or Helper, 62). Balance Cantilever Segment Lifter Operator Assistant or Helper, 63). Edge Cutting Machine Operator Assistant or Helper, 64). Gantry Crane Operator Assistant or Helper, 65). Hydraulic Drill Machine Operator Assistant or Helper, 66). Hydraulic Rock Breaker Assistant or Helper, 67). Launching Girder Gantry Operator Assistant or Helper, 68). Pile Driver Vibratory Hammer Assistant or Helper, 69). Precast Segmental Box Girder Operator Assistant or Helper, 70). Rock Breaker Operator Assistant or Helper, 71). Rock Cutting Machine Operator Assistant or Helper, 72). Silenced Hydraulic Rock Breaker Assistant or Helper, 73). Stone Polishing Machine Operator Assistant or Helper, 74). Winch Operator Assistant or Helper.	24,434	16.28

VI	Semi - Skilled		
	<p>1). A/c. Plant Assistant or Helper, 2). Ambulance Helper, 3). Slurry Remover, 4). Asphalt (Bitumen) Sprayer, 5). Assistant Cook, 6). Assistant Drill Operator, 7). Assistant Line Man, 8). Assistant Maintenance Technician, 9). Assistant Mechanic, 10). Assistant Technician, 11). Assistant Wireman, 12). Ayah, 13). Bhisti, 14). Boulder Breaker, 15). Bus Helper, 16). Butcher, 17). Cable Boy, 18). Canteen Attendant, 19). Canteen Boy, 20). Caretaker, 21). Chavali, 22). Checker, 23). Chowkidar (Head), 24). Concrete (Hand Mixer), 25). Creche Ayah, 26). Crowbar Man, 27). Crusher House Floor Dust Cleaner or Removers, 28). Crusher Mechanic Assistant or Helper, 29). Crusher Operator Assistant or Helper, 30). Dhobi, 31). Digger, 32). Dresser, 33). Dressing Mazdoor, 34). Electric Grinder Operator, 35). Explosives Carrier, 36). Explosives Loader, 37). Explosives Packer, 38). Flag Man, 39). Fuel Fillers, 40). Fuel loaders, 41). Gang Mazdoor, 42). Gangman, 43). Garden Bed Preparer, 44). Gardener, 45). Gas Cutter Assistant or Helper, 46). Gas Welder Assistant or Helper, 47). Gate Keeper, 48). Glassier, 49). Grafter, 50). Greaser, 51). Grinder Assistant or Helper, 52). Hammerman, 53). Hydra Assistant or Helper, 54). Jawali, 55). Tunnel Shaft Lift Operator, 56). Lime Kilnman, 57). Literate Mazdoor ( atleast 10th Standard ), 58). Lorry Cleaner or Helper, 59). Mali, 60). Metal Breaker, 61). Mukkadam, 62). Night-guard, 63). Oilman, 64). Packer, 65). Permanent Way Mazdoor, 66). Pesticide sprayer, 67). Planter and Waterer, 68). Plate Bending Machine Operator Assistant or Helper, 69). Plate Layer, 70). Plougher, 71). Poclain Helper, 72). Points Man, 73). Pot Tile Turner, 74). Pump Cleaner or Helper, 75). Quarryman, 76). Ratoon worker, 77). Sample Collection Boy, 78). Sample Collector, 79). Sawyar, 80). Sealer, 81). Senior Sweeper (noyt less than 5 years service), 82). Signal Man, 83). Sorter, 84). Steel Yard Helper, 85). Stock Re-Claimers Operator Assistant or Helper, 86). Stone Breaker, 87). Stone Picker, 88). Stone Sorter, 89). Thatcher, 90). Tipper Cleaner or Helper, 91). Tool Room Attender, 92). Track Layer, 93). Track Maintainer, 94). Track Maintenance Gangman, 95). Track Strengthner, 96). Tree Branch Cutter, 97). Tree Guards Erector, 98). Trolley Man, 99). Tube Patch Maistry Assistant or Helper, 100). Turbo Generator Floor Cleaner, 101). Valve Operator, 102). Vegetable Cutter, 103). Vibrator Operator Assistant or Helper, 104). All Assistants or Helpers not specified under any other categories and working under Highly Skilled and Skilled categories.</p>	21,623	14.41
VII	Un - Skilled		
	<p>1). Asphalt Handling Mazdoor, 2). Chowkidar, 3). Curing Worker, 4). Floor Cleaner, 5). Floor Sweeper, 6). House Keeper, 7). Mazdoor, 8). Mopper, 9). Safai Karmachari, 10). Scavenger, 11). Sweeper, 12). Table Cleaner, 13). Vessels Cleaner, 14). Wash Room Cleaner, 15). Watchman, 16). Water Boy, 17). Water Carrier, 18). Water Sprayer, 19). All Casual Labour, 20). All General Cleaning Workers.</p>	18,019	12.00

**Administration and Office Categories**

<b>I</b>	<b>Highly Skilled - 1</b>		
	1). General Manager, 2). Chief Accountant, 3). Administrative Manager, 4). Chief Operational Incharge, 5). HR Manager or Personal Manager, 6). Manager Accounts, 7). Manager Drawings & Designs, 8). Materials Manager, 9). Project Manager, 10). Purchasing Manager, 11). Unit Incharge, 12). Whole Site Incharge.	39,837	26.54
<b>II</b>	<b>Highly Skilled - 2</b>		
	1). Accounts Officer, 2). Administrative Officer, 3). Assistant Accounts Manager, 4). Assistant Administrative Manager, 5). Assistant General Manager, 6). Assistant HR Manager or Assistant Personal Manager, 7). Assistant Manager Drawings & Designs, 8). Assistant Manager Project, 9). Assistant Materials Manager, 10). Assistant Purchasing Manager, 11). Computer Programmer, 12). Geologist, 13). Intelligence Personnel, 14). Safety Incharge, 15). Safety Officer.	35,254	23.49
<b>III</b>	<b>Highly Skilled - 3</b>		
	1). Accountant, 2). Assistant Validator, 3). Camp Incharge, 4). Camp Supervisor, 5). Canteen Incharge or Manager, 6). Communication Engineer with Diploma Qualification, 7). Computer Science Engineer with Diploma Qualification, 8). Mess Incharge, 9). Security Incharge, 10). Security Inspector, 11). Security Officer.	31,199	20.79
<b>IV</b>	<b>Highly Skilled - 4</b>		
	1). Assistant Shift Coordinator, 2). Assistant Shift Incharge, 3). Assistant Shift Manager, 4). Management Information System Officer, 5). Paramedic, 6). Stenographer, 7). Store Incharge.	27,610	18.39
<b>V</b>	<b>Skilled</b>		
	1). Accounts Clerk, 2). Administrative Assistant, 3). Assistant Accountant, 4). Assistant Dispatch Clerk, 5). Assistant Magazine Clerk, 6). Cashier, 7). Clerk, 8). Computer Operator, 9). Data Entry Operator, 10). Data Processing Operator, 11). Dispatch Clerk, 12). Draughtsman, 13). First Aider, 14). Magazine Clerk, 15). Muster Clerk, 16). Receptionist, 17). Store Keeper, 18). Time Keeper, 19). Typist, 20). Weighment Clerk, 21). Wireless Operator.	24,434	16.28
<b>VI</b>	<b>Semi - Skilled</b>		
	1). Messenger, 2). Dispatch Boy, 3). Telephone Operator, 4). Store Assistant, 5). Store Boy.	21,623	14.41
<b>VII</b>	<b>Un - Skilled</b>		
	1). Attender, 2). Office Assistant, 3). Office Boys, 4). Peon.	18,019	12.00



COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1501 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. The cost of living allowance for any rise in Cost of price index over and above 1501 points, shall be paid as specified at column No. 4 to the schedule against each category

**Note:-**

1. A Highly Skilled employee is one who is capable of doing higher degree of perfection work and can work on drawing and directing a group of skilled and other employees at times. He must be capable of organizing day to day work under him.
2. Skilled employee is one who is capable of working independently and efficiently and turning out accurate work.
3. A semi-skilled employee is one who has sufficient knowledge of that trade to be able to do respective work and simple job with the help of simple tools machines.
4. An unskilled employee is one which involves simple operations requiring little or no skill or experience on the job.
5. Where food is provided by the employer to the workmen for all days of the month, an amount of Rs.540/- shall be deducted from his wages.
6. Where accommodation is provided by the employer to the workmen for all days of the month, an amount of Rs.136/- shall be deducted from his wages. Provided that the accommodation has a minimum area of at least 48 Sq. Feet per person and includes a place of safe storage for keeping their belongings.
7. Any category of employees not included in this scheduled employment, shall be paid the same notified wage of the similar categories in any other scheduled employment. If the same category exists in more than one employment the higher wages shall be paid.
8. Contract / Sub-contract / Casual / Manpower supply workers including piece rate / unit rate workers shall be paid the same wages for the same work as that of a regular worker. The principal employer and contractors are jointly and severally responsible for the payment to such workers and maintain registers thereto.
9. Employment of Children below the age of 14 years is prohibited.
10. For work beyond normal hours of the employment and work during weekly off's shall be paid at double the ordinary rates of wages.
11. As per G.O.Rt.No.591 of Labour, Employment, Training & Factories (Lab.II) Department, dated 13.11.2011 published by Authority vide Gazette No.152 dated 01.04.2011, the employers of all the establishments shall pay the wages to the persons employed therein either by cheque or be crediting the wages in their Bank Accounts.
12. There should be no discrimination of wages between men and women workers in any category of employment.

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13. The principal employer is directly responsible for payment of wages to employees irrespective of employment through contractors or otherwise in case the contractors are not paid the minimum rates of wages or less payment to the workers.
14. Where payment is made on a piece rate basis the wage of an employee shall not be less than the minimum rate fixed for the relevant category for a normal day of work.
15. Any categories of employees are paid other allowances (i.e. other than the notified basic wage and cost of living allowance) they shall be continued to get the said allowances in addition to notified basic wage and cost of living allowance.
16. The wages are exclusive of "Bhatta" that may be paid to the workers by the nature of their employment, which takes them from their residence is an extra payment over and above the minimum wages.
17. Employees actually in receipt of wages higher than the minimum rates of wages fixed as per this notification shall continue to get the benefit of such higher wages.
18. If wages or wages regulated as per Award / Agreement / Settlement which are in force are more beneficial to the workmen, the worker shall be entitled to such rates of wages notwithstanding the rates of wages fixed under this notification.
19. In case if the worker is paid basic wage more than the notified basic wage, the cost of living allowance shall be calculated based on the actual highest basic wage paid to the worker notwithstanding the rates of wages fixed under this notification.
20. Where the worker is paid a daily wage the daily wage shall be arrived at by dividing the monthly wage by 26.
21. Wherever part time employees are employed they should be paid prorated wages in accordance with the number of hours of work done and subject to the provisions of the minimum Wages Act, 1948.
22. Workers employed on high rise structures i.e. on or above thirty feet height, even for one hour in a day, shall be paid twenty percent extra wages over and above the minimum wages for the relevant category.
23. Workers employed in tunnel / underground working shall be paid twenty percent extra of the minimum wages fixed under this notification. ("Underground Work" means persons working in which the depth of the excavation measured from the surface of land to its lowest point, exceeds six feet in any work i.e. construction or maintenance including operation in Projects, Dams and Multipurpose Projects, any excavations including Canals & Construction, Concreting, Lining & Laying, any Foundations of Concrete Dam, Copper Dam, Reservoir, Spillway, High rise & Heavy structures, Chimneys & Main plants, and in works of Wagon tippler Bunker or any other vehicle using bunkers, Pillar wells, pits, cable trenches, laying down underground electric, fiber and similar other underground cabling work, water supply and sewerage lines, including drains and sewerage tanks, sewerage treatment plants, water sumps, water treatment plants, pump houses including any stone or earth or sand quarries or open mining or works by sinking in the water).
24. The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category.
25. Workers who work in night shifts should be paid twenty five percent of extra wages for the days they work in night shifts.

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26. During National Festivals and other holidays, workers are eligible for leave with wages. If they work during above holidays, they shall get their normal wages and additionally double the rates of normal wages.
27. Any worker after completion of five years of service, his wages shall be reckoned in the immediate next higher cadre of skill but his designation will be the same, i.e. an unskilled worker on completion of five years of service shall be paid the minimum wages of semi-skilled worker and so on.
28. The notified wages are also applicable to the workers working in operations including maintenance of this scheduled employment.

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT